



Career Opportunity
in a Beautiful City on the California Coast

City of Santa Barbara Invites Applicants for Fire Chief

Our Community

Santa Barbara is among the country's and the world's most desirable places to live and work. Quietly nestled between the Pacific Ocean and the Santa Ynez Mountains, Santa Barbara represents the essence of Southern California—the art and culture of a metropolitan city with the heart and hospitality of a small, beautiful coastal town. Located just 90 miles north of Los Angeles Santa Barbara provides a unique living environment. The City offers its 92,000 residents a year-round mild climate with an average temperature in the 70s, magnificent beaches, mountains and parks within minutes of downtown.

Among the City's many amenities are excellent healthcare services, abundant shopping, harbor facilities, and a convenient uncrowded airport. Institutions of higher learning include the University of California at Santa Barbara, Santa Barbara City College, Westmont College, and Brooks Institute of Photography among others. From restaurants to cultural events, outdoor recreation to leisure activities and community groups, Santa Barbara offers something for every taste and lifestyle. Santa Barbara is truly a magnificent place to live.

PHOTO: DAMIAN GADAL

The Position

The Fire Chief is a department head and is a member of the City's Executive Management Team. The Chief is appointed by and reports directly to the City Administrator. The Fire Chief is responsible for policy development, program planning, fiscal management, strategic planning, fire prevention, fire suppression, emergency medical services, upgrading applied fire service technologies, and emergency preparedness. The Fire Department's management team consists of a Deputy Fire Chief, a Fire Marshal (Battalion Chief), three shift Battalion Chiefs, and a Training Officer (Battalion Chief).



3 PHOTOS: BARBARA BARKER



TOP: HOTEL ANDALUCIA
MIDDLE: FIRE STATION
BOTTOM: ARLINGTON THEATER

City Government

Santa Barbara is managed by the Council/City Administrator form of government. City government services are provided by ten departments: Administrative Services, Airport, Community Development, Finance, Fire, Library, Parks and Recreation, Police, Public Works, and Waterfront. Our City Administrator is also the appointed City Clerk/Treasurer. Santa Barbara has 1,063 full-time employees, a \$216 million budget for fiscal year 2005–2006, and seven recognized labor unions.

Our seven-member City Council and the Mayor, are elected at-large and serve all areas of the community. The Council also serves as the Redevelopment Agency.

Santa Barbara is the largest city within the County of Santa Barbara and serves as the county seat as well as the county's financial and retail center. Research and development, high tech, and light industry businesses play an important role in Santa Barbara's economy. Year-round tourism also produces jobs and City income. The City's General Plan guides decision making for the future development of Santa Barbara, incorporating social, economic, and environmental factors that influence growth.



CITY HALL

The Department

The Fire Department has 112 full-time employees—97 in Operations, ten in Prevention and Public Education, and five in Administration. Santa Barbara is served by eight fire stations responsible for 23 square miles; the City's firefighters respond to more than 7,000 emergency incidents each year for its 92,000 residents and an average daily population of up to 123,000 people, including visitors. Employees conduct more than 3,000 fire inspections each year as part of the department's commitment to a fire safe community. Plan reviews and inspections of all new construction help ensure the future fire safety of Santa Barbara. The Fire Department's operating budget is \$17.4 million.

The department's specially trained Airport firefighters operate specifically designed equipment and protect the flying public at the Santa Barbara Airport. With the delivery of a new Squad-Rescue Vehicle, the Department will be certified as a Type 1 Urban Search and Rescue Team by the State Office of Emergency Services. The certification is based on an extensive equipment inventory acquired with two federal grants and a rigorous training curriculum.



PHOTO: CHRIS FLANNERY

SANTA BARBARA COURTHOUSE

The Department is proud of an innovative, progressive Wildland Fire Plan which is designed to mitigate the impact of wildfire in the community. Other active programs within the Department are a proactive hazardous materials inspection program, a Community Development Land Development Team, and a comprehensive fire and life safety education program for the public.

Candidate Profile

Required Education and Experience

- A minimum of five years of progressively responsible management duties at the level of Battalion Chief or higher in a fire department that is comparable in size to the City of Santa Barbara's Fire Department

Desired and Preferred Education

- A Bachelor's Degree and a Master's Degree with major course work in fire science, social science, public administration or business administration are desired
- Completion of (or current enrollment in) the National Fire Academy Executive Fire Officer program is preferred

Personal Attributes and Skills

- Be a visionary, able to anticipate the future needs of the department
- Contribute as a member of the City Administrator's Executive Management Team and coordinate Fire Department activities with other departments
- Be a progressive and technically capable leader who possesses the management traits which reflect the ability to be candid and open with staff; lead by example, and work with staff to build/maintain a team; and value the work effort and results of others
- Possess the knowledge of principles, practices, methods, and techniques of modern fire suppression and prevention including knowledge of modern municipal fire department administration, training, prevention, and education, including an excellent understanding of the state's mutual aid system
- Demonstrate excellent oral/written communication and interpersonal skills
- Have experience in budgeting and financial management, and be able to offer viable solutions for potentially difficult economic times from possible state budget cuts
- Have experience in labor relations and contract administration with the ability to lead effectively in a union environment
- Be able to assess and balance competing values
- Possess high ethical standards
- Have a successful record of representing an agency in relationships with the public, including community groups, professional organizations, and outside agencies
- Have a thorough knowledge of the principles of personnel management, as well as experience with selecting, training, promoting, disciplining, and terminating employees within a civil service system

How To Apply

To be considered for this exceptional career opportunity...

- **Submit:**
resumé, cover letter with current salary and three work-related references
- **Due:** by 5:00 pm
Friday, October 7, 2005
- **Send to:**
Barbara Barker
Human Resources Manager
735 Anacapa Street
PO Box 1990
Santa Barbara, CA 93102
- Phone: (805) 564-5316
Fax: (805) 897-1905
E-Mail: HR@SantaBarbaraCA.gov
- For further information on the City of Santa Barbara, visit: www.SantaBarbaraCa.gov

The City of Santa Barbara is an Equal Opportunity Employer.

Qualified Candidates

Candidates with the most relevant qualifications will be invited to interviews before two separate oral panels on

- Friday, November 4, 2005

The City Administrator will interview finalists

- during the week of November 14-18, 2005



DOWNTOWN SANTA BARBARA



PHOTO: DAMIAN GADAL

Compensation and Benefits

Salary will depend on qualifications

Retirement Benefits

Retirement Benefits are provided through the California Public Employee's Retirement System (CalPERS) under the 3% at 50 retirement formula. The City pays the entire employee's portion (9%) of the retirement contribution of CalPERS and reports the value of this Employer Paid Member Contribution (EPMC) as compensation. Employee pays an amount equal to 1.45% of salary toward Medicare. The City does not participate in Social Security.

Cafeteria Benefits Plan

A Cafeteria Plan of \$12,888 a year provides a choice of benefits including medical, dental, vision, and supplemental/dependent life insurance. The City also provides a basic life insurance policy equal to the employee's annual salary and a long-term disability plan at no cost to the employee.

Additional Benefits

Additional benefits include...

- a City car or car allowance of \$437/month
- an innovative Housing Assistance Program
- deferred compensation plan (Section 457)
- Master's degree tuition program
- medical/dependent care reimbursement accounts

Paid Leave

Paid leave consists of annual accruals of twenty vacation days, four personal days (provided July 1st each year), 40 hours of management leave (provided July 1st each year), nine holidays, and ninety-six hours of sick leave.



PHOTO: CHRIS FLANNERY